

## AGREEMENT

between

BOARD OF EDUCATION, TOWNSHIP OF EWING, Township of  
and Board of Education

EWING TOWNSHIP MAINTENANCE MANAGEMENT ASSOCIATION

X July 1, 1982 through June 30, 1984

## 1. RECOGNITION

1.1 The Employer recognizes the following categories under this Agreement:

Head Custodians  
Assistant Head Custodians  
Electrician  
Plumber  
Carpenter  
Auto Mechanic  
Assistant Auto Mechanic

## 2. WORK SCHEDULE, CALL TIME, OVERTIME

- 2.1 One and one-half ( $1\frac{1}{2}$ ) times the employee's regular hourly rate of pay shall be paid for all work performed in excess of forty (40) hours in any one week. Double time shall be paid for: (a) all work performed on Sundays and (b) all work performed on holidays as listed annually by the Employer.
- 2.2 Call Time - Any employee called or required to return to work outside of his regularly scheduled shift for emergency calls which necessitate work shall be paid a minimum of three (3) hours at time and a half. A minimum of two (2) hours at the time and a half rate shall be paid to employees when called by the police or fire department.
- 2.3 The regular work week shall be Monday through Friday consisting of five (5) consecutive days.
- 2.4 Work Shift - Eight (8) hours of work, exclusive of a thirty (30) minute lunch period, shall constitute a work shift. Shifts will not be changed except as necessary for efficient operation. There shall be at least forty-eight (48) hours advanced written notice.
- 2.5 Head Custodians and Assistant Head Custodians shall rotate available overtime.

## 3. LEAVES OF ABSENCE

3.1 Leaves of absence with pay shall be provided as follows:

- a. One day per month of employment for sick leave. Unused sick leave shall be accumulative from year to year.
- b. Personal leave policy shall cover brief absences not chargeable to sick leave. It provides for up to three days leave at full pay during any one school year (no unused days shall be accumulated) for any of the following reasons:
  - I. Illness in the immediate family. Immediate family shall be considered: father, mother, brother, sister, spouse, child, or any member of the immediate household.
  - II. Death of a relative or close friend.
  - III. Recognition of religious holidays.
  - IV. To attend the wedding of: father, mother, brother, sister, child, nephew, niece, uncle or aunt.
  - V. Court subpoena.
  - VI. Personal, legal business, or family matters which cannot be handled outside of scheduled work hours.
  - VII. Any other emergency or urgent reason not included in (I through VI) above, if approved by the Superintendent of Schools.

For employees enrolled in the various available insurance plans, the Employer shall pay either the full premium for the single plan, or in cases where appropriate, an amount equal to the full premium for the single plan plus:

- a. 100% of the difference between the rate for the single plan and the rate for other available plans during the life of this Agreement.
- b. In addition, the Board shall offer a \$1.00 co-pay prescription drug plan with a company selected by the Board for the first year of this Agreement, and to continue through the life of this Agreement.

In no case will a person be covered under more than one plan. For each employee who terminates his employment with the Board, the Employer shall make payment of insurance premiums to provide insurance coverage for one full month beyond termination date. New employees will be covered in accordance with existing regulations of the New Jersey State Health Benefits Program.

## 7. WORK UNIFORMS

- 7.1 Two (2) uniforms per year will be supplied to all full time employees. Three (3) for maintenance personnel. Auto Mechanic and Assistant Auto Mechanic may have a choice of uniforms including coveralls, or the conventional shirt and trousers.

## 8. GENERAL PROVISIONS

- 8.1 Should any portion of the Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specific portion of the Agreement affected by such decision, whereupon the parties agree to immediately attempt to negotiate a legal substitute for the invalidated portion.
- 8.2 Employees shall be paid every two weeks.
- 8.3 It is understood that the respective building and boilers must be checked on weekends and holidays at no additional compensation.
- 8.4 Members of this unit who desire a change in assignment may file a written statement of said desire with the Assistant Superintendent responsible for Supportive Services. Such statement shall include the position to which the employee wishes to be assigned. Application to be submitted annually by July 1st.
- 8.5 Members of this unit shall be eligible to apply for vacancies within the district as they occur.

## 9. GRIEVANCE PROCEDURE

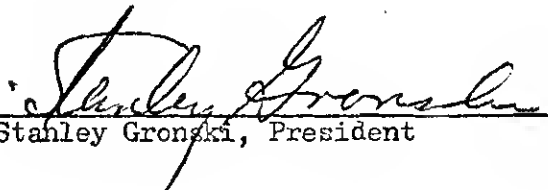
- 9.1 Definition - A grievance is a claim by an employee, or the Association, based upon the interpretation, application, or violation of this Agreement, policies, or administrative decisions affecting an employee or a group of employees. Said grievance shall be settled in the following manner:

Step 1. - The employee, with or without a representative, shall take up the grievance or dispute with the Coordinator of Maintenance and Custodial Services

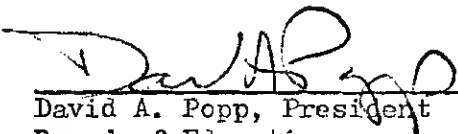
IN WITNESS WHEREOF, the parties have hereto set their hands this 19th

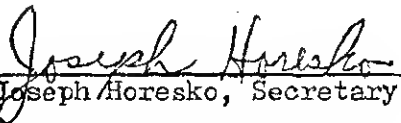
day of July, 1982

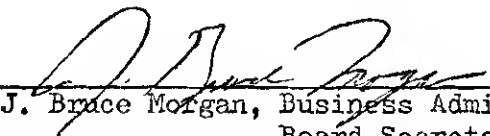
FOR THE ASSOCIATION

  
Stanley Gronski, President

FOR THE EMPLOYER

  
David A. Popp, President  
Board of Education  
Ewing Township, New Jersey

  
Joseph Horesko, Secretary

  
J. Bruce Morgan, Business Administrator/  
Board Secretary  
Board of Education  
Ewing Township, New Jersey